

Side Letter of Agreement
City of National City
And
National City Police Officers Association
(November, 2014)

Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA"), this Side Letter of Agreement is entered into on June 16, 2015, between the City of National City ("City") and the National City Police Officers Association ("POA") ("Side Letter Agreement") as an amendment to the Memorandum of Understanding ("MOU") effective July 1, 2014 through December 31, 2015. The POA and the City are collectively referred to herein as the "Parties." It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by the POA shall remain in full force and effect.

The Parties have met and conferred in good faith concerning the terms and conditions of this Side Letter Agreement and its implementation and agree that the following language will replace Article 3, Section 2 of the MOU in its entirety and Article 3 Sections 1, and 3-9 shall remain unchanged:

Article 3

Section 2 Accrual Rates

- A. All accrual rates in this section are based on years of service at the City of National City, except Paragraphs B and C, below. Employees covered by this Memorandum of Understanding shall earn vacation and holiday leave as follows:

Date of hire through 5th year anniversary	7.39 hrs. per pay period of service
1 st pay period after 5th year anniversary to 15 year anniversary	8.92 hrs. per pay period of service
1st pay period after 15 year anniversary	10.46 hrs. per pay period of service

- B. Employees hired laterally after June 23, 2014 from another public safety department, who have already completed police academy training, shall immediately accrue vacation and holiday leave with the City based on the total number of pay periods of consecutive employment the employee had with the two public safety departments immediately preceding being hired by the City. For example, a lateral with a total of 10 years of consecutive employment with their current and one prior public safety

employer would, upon employment with the City, accrue 8.92 hours of vacation and holiday pay per pay period of service he/she performs for the City.

- C. This section only applies to any lateral employee who was hired by the City of National City before June 23, 2014 and is currently employed by the City on the effective date of this Side Letter. The City will place each police officer hired laterally from another public safety department, who has already completed police academy training, in the highest tier for vacation and holiday leave with the City.
- D. It is recognized that the above accrual rates includes eight (8) hours credit for each of the following ten (10) fixed holidays and four (4) floating holidays:

Fixed Holidays

New Year's Day - January 1st
Martin Luther King Day - 3rd Monday in Jan
Cesar Chavez Day - March 31st
Memorial Day - Last Monday in May
Independence Day - July 4th
Labor Day - 1st Monday in September
Thanksgiving Day - 4th Thursday in Nov
Day after Thanksgiving Day
Christmas Eve Day - December 24th
Christmas Day - December 25th

Floating Holidays

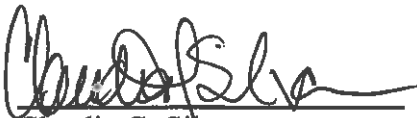
Lincoln's Birthday - February 12th
Washington Birthday - 3rd Monday in Feb
Columbus Day - 2nd Monday in October
Veteran's Day

It is further recognized that this provision shall not limit any additional future benefits applicable to the above mentioned holidays and that any such future benefits or compensation shall be granted.

For the City



Stacey Stevenson
Director of Administrative Services


Claudia G. Silva
City Attorney

For the POA



William Phillips
POA President



Bradley M. Fields, Esq.
POA Attorney